



Lauren E. Seth
c/o David Curtis
DAVID M. CURTIS & ASSOCIATES
381 Casa Linda Plaza, Ste 103
Dallas, TX 75218

NOTICE OF DISMISSAL AND RIGHT TO FILE CIVIL ACTION

Lauren E. Seth v. DOLLAR TREE

TWCCRD Charge No.	EEOC Charge No.	TWCCRD Representative:
1A21381	31C-2021-00333	Marvin Chaney

The Civil Rights Division has dismissed this Charge and is closing its file for the following reason:

- ☐ The facts alleged in the charge fail to state a claim under any of the statutes enforced by the TWCCRD.
- ☐ Your allegations did not involve a disability that is covered by the Americans with Disabilities Act or the Texas Labor Code, Chapter 21.
- ☐ The Respondent employs less than the required number of employees or not otherwise covered by the statutes.
- ☐ We cannot investigate your charge because it was not filed within the time limits required by law.
- ☐ Having been given 30 days in which to respond, you failed to provide information, failed to appear or be available for interviews/conferences, or otherwise failed to cooperate to the extent that it was not possible to resolve your charge.
- ☐ While reasonable efforts were made to locate you, we were not able to do so.
- ☐ You had 30 days to accept a reasonable settlement offer that afforded full relief for the harm you alleged. You failed to accept the full relief.
- ☐ The TWCCRD issues the following determination: Based upon its investigation, the TWCCRD is unable to conclude that the information obtained establishes any violations of the statutes. This does not certify that the respondent is in compliance with the statutes. No finding is made as to any other issues that might be construed as having been raised by this charge.
- ☒ **Complainant's attorney requested a Notice of Right to File Civil action.**

EXHIBIT A

Lauren E. Seth v. DOLLAR TREE
TWCCRD Charge No: 1A21381
EEOC Charge No. 31C-2021-00333

NOTICE OF RIGHT TO FILE CIVIL ACTION

Pursuant to Sections 21.208, 21.252 and 21.254 of the Texas Labor Code, as amended, this notice is to advise you of your right to bring a private civil action in state court in the above referenced case. **PLEASE BE ADVISED THAT YOU HAVE SIXTY (60) DAYS FROM THE RECEIPT OF THIS NOTICE TO FILE THIS CIVIL ACTION.** The time limit for filing suit based on a federal claim may be different.

EEOC REVIEW NOTICE:

As your charge was dual filed under Title VII of the Civil Rights Act/Age Discrimination in Employment Act/Americans with Disabilities Act, which are enforced by the U.S. Equal Employment Opportunity Commission (EEOC), you have the right to request an EEOC review of this final decision on your case. **To secure a review, you must request it in writing within fifteen (15) days from the date of the notice.** Send your request to: San Antonio EEOC, 5410 Fredericksburg Road, Suite 200, San Antonio, TX 78229.

On behalf of the Division

Lynnda Pringle for Bryan Snoddy

5/28/2021

Bryan Snoddy
Division Director

Date

cc:
DOLLAR TREE
Elaine Hogan, Esq.
500 Volvo Parkway
Chesapeake, VA 23320

EXHIBIT A